



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: VAWG Manager.

Contract type: Full-time.

Duty Station: Syria (Raqqqa).

Number of Vacancies: 1.

Application Closing Date: May 12, 2026, 4:00PM.

➤ **JOB SUMMARY :**

The VAWG Manager is responsible for implementation of a VAWG program, including technical oversight of services and activities, capacity building, support and supervision of staff, internal and external coordination, and reporting.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

➤ **MAIN TASKS AND RESPONSIBILITIES**

Program Planning

- ❖ Lead VAWG assessments as required, maximizing available sources of information and opportunities for coordination, and ensuring compliance with safety and ethical standards
- ❖ Identify local partners and women's networks to reinforce local efforts to promote women's and girls' rights and address VAWG
- ❖ Ensure that programs are driven by women and girls and planned with community stakeholders
- ❖ Identify appropriate locations and orientation for services, including women and girls safe spaces
- ❖ Contribute to concept notes/proposals/appeals as needed

Implementation and Capacity Building

- ❖ Work closely with VAWG Technical Unit, VAWG Coordinator (where relevant), country level senior management, and program team to achieve program goals and ensure quality of VAWG prevention and response initiatives
- ❖ Ensure adherence to IMC's VAWG Minimum Standards, as well as relevant inter-agency guidelines and standards
- ❖ Lead the delivery of program interventions, including the establishment and delivery of focused VAWG response services
- ❖ Build capacity of program staff/volunteers/partners in relevant technical areas to deliver services and lead interventions
- ❖ Organize/support/facilitate technical trainings as needed, including VAWG case management and clinical response to rape and care for survivors of violence against women and girls
- ❖ Establish and monitor supervision and support systems for VAWG case management services
- ❖ Establish appropriate systems for information management
- ❖ Ensure effective community participation throughout implementation, including leadership of women and girls
- ❖ Work with teams and communities to develop appropriate prevention and awareness-raising/behavior change strategies
- ❖ Lead regular program monitoring and apply learning for continuous improvement of interventions
- ❖ Contribute to regular program reports, on time and with accurate data
- ❖ Coordination, Representation and Engagement
- ❖ Coordinate with other service providers, and collect community input, to establish and strengthen referral pathways
- ❖ Actively participate in relevant coordination meetings ensuring IMC VAWG program visibility within the relevant coordination forums
- ❖ Coordinate with, and build capacity of, other sectors as possible to ensure integration of VAWG concerns into various services and broader humanitarian response

- ❖ Represent program goals and VAWG standards, engaging as necessary with relevant leaders, authorities, and humanitarian actors

Human Resources Management

- ❖ Select and orient program staff/volunteers/partners for effective implementation
- ❖ Support, coach and supervise staff to build capacity and strengthen quality of interventions
- ❖ Develop support strategies for staff, foster teambuilding, and introduce principles of self-care
- ❖ Provide supportive and constructive feedback, and conduct regular performance appraisals

Financial Management

- ❖ Develop work plans in line with financial pipelines
- ❖ Plan and procure supplies required for program activities, in line with budget and project timelines
- ❖ Ensure compliance with donor regulations

Security and Conduct

- ❖ Ensure compliance with security protocols and policies
- ❖ Consider security implications of all program activities, reviewing initiatives with appropriate stakeholders
- ❖ Foster a safe and supportive working environment for all VAWG staff/volunteers/partners
- ❖ Exemplify core principles of VAWG programming, including respect, non-bias, responsible use of power, nonviolence, and promotion of equal treatment regardless of sex
- ❖ Contribute to the positive image and overall credibility of the program and organization, notably through adherence to the Code of Conduct and Ethics, including compliance with anti-harassment, safeguarding and PSEA policies

Perform other duties as assigned. The duties and responsibilities listed in this document are representative of the nature and level of work assigned and not necessarily comprehensive.

➤ **MINIMUM QUALIFICATIONS :**

- ✓ Typically, a bachelor's degree in social work, public health, international development or related field. An equivalent combination of relevant education and experience may be substituted as appropriate.
- ✓ Typically, 7+ years' relevant and progressive experience with VAWG programming
- ✓ Demonstrated application of VAWG core competencies and commitment to core principles of VAWG programming
- ✓ Experience working in humanitarian contexts preferred
- ✓ Relevant regional experience preferred
- ✓ Familiarity with humanitarian architecture and the mandates/roles of donors, UN agencies, and other NGOs
- ✓ Strong knowledge of standards and guidelines for VAWG programming, coordination, and data management
- ✓ Knowledge of standards and guidance related to protection from SEA
- ✓ Experience with, or strong knowledge of, VAWG case management services
- ✓ Knowledge of, and/or experience with, relevant program approaches, eg. WGSS, Life Skills, EA\$E, EMAP, SASA!, etc.
- ✓ Facilitation experience
- ✓ Commitment to supportive supervision
- ✓ Experience working with local partners and community mobilization preferred
- ✓ Demonstrated ability to work effectively across cultural contexts in humanitarian settings
- ✓ Ability to exercise sound judgment, remain flexible, and apply experience and guidance to evolving challenges
- ✓ Strong communication skills, both oral and written

❖ **Salary and Benefits:**

- As Per IMC Salary Scale.
- Social Security.
- Medical Insurance.
- Life Insurance.

❖ **Ethical Conduct at International Medical Corps:**

As part of a global, humanitarian team dedicated to saving lives, easing suffering, and building self-reliance, International Medical Corps staff are responsible for adhering to our Code of Conduct and Ethics and for knowing and abiding by International Medical Corps policies and standards. All staff play a vital role in preventing violations of our Code of Conduct and Ethics, including

conflicts of interest, fraud, corruption, and any kind of exploitation or abuse. International Medical Corps is also committed to providing a safe and healthy work environment free of harassment, bullying, and other misconduct, enabling staff to build and maintain professional, respectful working relationships.

International Medical Corps prioritizes safeguarding the populations with whom we work from exploitation, neglect, or abuse of children and adults at risk, and/or any form of trafficking in persons. International Medical Corps is committed to engaging members of crisis-affected communities to participate in meaningful ways in a crisis response, including making informed decisions about the assistance they receive, mitigating potential risks, and holding us accountable for the commitments we make. All staff are expected to support International Medical Corps' culture of accountability toward our stakeholders, particularly the crisis-affected communities and individuals we serve.

As part of International Medical Corps' commitment to a speak-up culture and as one of the primary ways we collectively hold ourselves accountable for complying with the ethical principles and standards of conduct outlined in the Code of Conduct and Ethics, all staff are required to report suspected or actual misconduct or violations of organizational policies. Our Code of Conduct and Ethics and Whistleblower Policy prohibit any form of retaliation against whistleblowers or individuals who report a concern in good faith. Staff who violate these protections may be subject to disciplinary action, up to and including termination of employment or contractual relationship with International Medical Corps.

❖ **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status.

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction.

If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct : www.InternationalMedicalCorps.ethicspoint.com

Please do not submit your CV or application to this website; it will not be considered for review.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.

➤ **Note: If the required number of applicants is met, the link may be closed before the end of the time given for the advertisement.**

To apply for this vacancy please click on the following link and fill in the required information:

[VAWG Manager- Syria \(Raqqa\)-VAWG-03052026](#)

Alternatively, scan the following QR code by your mobile camera:

